

# Office of Attorney General Terry Goddard



STATE OF ARIZONA  
DEPARTMENT OF LAW  
1275 W. WASHINGTON STREET  
PHOENIX, ARIZONA 85007-2926  
[WWW.AZAG.GOV](http://WWW.AZAG.GOV)

ANNE TITUS HILBY  
PRESS SECRETARY  
PHONE: (602) 542-8019  
CELL PHONE: (602) 725-2200  
[ANNE.HILBY@AZAG.GOV](mailto:ANNE.HILBY@AZAG.GOV)

FOR IMMEDIATE RELEASE

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## **Terry Goddard Settles Sexual Discrimination Suit against Marana Health Center**

(Phoenix, Ariz. – Feb. 5, 2009) Attorney General Terry Goddard today announced a settlement with Marana Health Center resolving allegations that the Marana-based medical provider violated the Arizona Civil Rights Act when it did not select Dr. Joy Mockbee for the company's medical director position because of her gender.

A lawsuit filed by the state in May 2007 alleged that Dr. Mockbee had been an associate medical director for Marana Health Center in 2005 and had applied for the Center's vacant medical director position when it was posted.

According to the lawsuit, Dr. Mockbee was interviewed for the position along with three other candidates. The state argued that, even though Dr. Mockbee had clearly superior qualifications for the medical director position, Marana Health Center awarded the position to a less-qualified male candidate, and Dr. Mockbee did not receive the position because of her gender.

Shortly after the alleged act of discrimination took place, Dr. Mockbee left Marana Health Center. She filed her own lawsuit on May 10, 2007, which was subsequently consolidated with the state's case.

In announcing the settlement, which is set out in a Consent Decree filed in the United States District Court, Goddard stated, "It is imperative that all Arizonans be treated equally and fairly under the law, regardless of gender." The Consent Decree entered by U. S. District Court Judge Raner C. Collins requires Marana Health Center to:

- Institute and carry out anti-harassment and anti-retaliation policies that comply with the Arizona Civil Rights Act and include a commitment to comply with the anti-discrimination and anti-retaliation provisions.
- Provide a process by which employees can complain internally about discrimination without putting the complaint in writing and without making the complaint to the person alleged to have discriminated or retaliated.
- Provide training to all of its employees on employment discrimination by a qualified trainer.
- Be enjoined from engaging in unlawful discrimination in any of Marana Health Center's employment practices, including its hiring practices.

Dr. Mockbee and Marana Health Center entered into a separate confidential settlement agreement. Assistant Attorneys General Ann Hobart and Michael Walker represented the State in this lawsuit. A copy of the settlement is available on the Attorney General's Web site, [www.azag.gov](http://www.azag.gov).

The Attorney General's Office enforces the Arizona Civil Rights Act, which prohibits employment discrimination based on race, color, national origin, religion, sex, disability, age or the results of genetic testing. If you believe you are a victim of employment discrimination or harassment, contact the Civil Rights Division of the Attorney General's Office to file a charge of discrimination at 602-542-5263 in Phoenix or 520-628-6500 in Tucson. You may also visit one of the Attorney General's satellite offices around the state or file a complaint online. To more information about filing a complaint online or satellite offices, please visit [www.azag.gov](http://www.azag.gov).

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